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Maine Department of Corrections HR Profile, August 2000

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Department of Corrections

General Information

Employee Classification

	<u>Number</u>	<u>Percentage</u>
Competitive	409	32.36%
Direct Hire	764	60.44%
Not Subject to Civil Service	<u>91</u>	<u>7.20%</u>
Total	1264	100.00%

Employee Status

	<u>Number</u>	<u>Percentage</u>
Full Time	1208	95.57%
Part Time	45	3.56%
Temporary	11	0.87%
Seasonal	<u>0</u>	<u>0.00%</u>
Total	1264	100.00%

Employees by Bargaining Agent

	<u>Number</u>	<u>Percentage</u>
MSEA	513	40.59%
AFSCME	692	54.75%
MSTA	0	0.00%
Exempt from Bargaining	<u>59</u>	<u>4.67%</u>
Total	1264	100.00%

Employees by Length of Service

	<u>Percentage</u>
0-5 years	32.11%
5-10 years	16.31%
10-15 years	24.88%
15-20 years	13.06%
20+ years	13.64%
	100.00%

Average Age of Employees: 42.86

Gender Distribution: Male 73.40%
Female 26.60%

Average Length of Service: 9.93

Employees by Federal Occupational Categories

	<u>Number</u>	<u>Percentage</u>
Crafts	67	5.30%
Exempt from EEO Reporting	11	0.87%
Office and Clerical	85	6.72%
Officials and Managers	54	4.27%
Paraprofessionals	31	2.45%
Professionals	305	24.13%
Protective Service Workers	647	51.19%
Service and Maintenance	56	4.43%
Technicians	<u>8</u>	<u>0.63%</u>
Total	1264	100.00%

Turnover Rates for FY 99

	<u>Number</u>	<u>Percentage</u>
Crafts	8	11.94%
Exempt from EEO Reporting	0	0.00%
Office and Clerical	8	9.41%
Officials and Managers	5	9.26%
Paraprofessionals	24	77.42%
Professionals	25	8.20%
Protective Service Workers	103	15.92%
Service and Maintenance	9	16.07%
Technicians	<u>0</u>	<u>0.00%</u>
Total	182	14.40%

Most Populous Titles

	<u>Number</u>	<u>Percentage</u>
Sr. Corrections Officer	103	8.15%
Sr. Guard	102	8.07%
Guard	91	7.20%
Corrections Officer I	87	6.88%
Training School Counselor I	69	5.46%
Probation Officer	67	5.30%
Sr. Train. School Counselor	49	3.88%
Juvenile Comm Corr	48	3.80%
All Other Titles	<u>648</u>	<u>51.27%</u>
Total	1264	100.00%

Titles with the Most New Appointments

	<u>Number</u>	<u>Percentage</u>
Training School Counselor I	30	21.58%
Guard	16	11.51%
Correctional Officer I	15	10.79%
Gov Intern	9	6.47%
Clerk Typist II	8	5.76%
Substitute Teacher	8	5.76%
Teacher	7	5.04%
Nurse II	6	4.32%
All Other Titles	<u>40</u>	<u>28.78%</u>
Total	139	100.00%

Department Of Corrections

SAFETY

<u>Fiscal Year</u>	<u>Most Common Types of Injury</u>	<u>Count</u>
1998	Contact With	38
	Slip or Trip	16
	Unclassified, Insufficient Data	11
	Struck By	11
1999	Slip or Trip	29
	Contact With	24
	Struck By	19
	Unclassified, Insufficient Data	15
2000	Slip or Trip	18
	Altercation-Injured or Assaulted	18
	Unclassified, Insufficient Data	14
	Contract With	10